SMART WOMEN, SMART MOVES

The title echoes one of those pop-psych self-help books — deliberately, as it turns out. Vanessa Weaver and Jan Hill contend that women form relationships with their workplace much as they do with their human partners; many of the same measures of failure and fulfillment apply.

If you're unhappy in your present job, or just not sure that this is The One for you, then *Smart Women, Smart Moves*' work-as-relationship model is worth looking into. —Reva Basch

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Our collective business experience pales in comparison to our experience in developing meaningful personal relationships. We know how relationships work, and this knowledge can be a great asset to women in pursuit of a rewarding career. Whether we are developing a personal relationship with a mate or a work relationship with an organization or particular manager, we follow a similar progressive pattern: we date, we go steady, we become engaged, and we get married. In some instances we aren't willing to make a long-term commitment to an organization, or the organization isn't willing to commit to us, and the result is that we become mistresses. If the relationship isn't working out at all, we may ultimately choose to leave the organization to pursue a more fulfilling relationship elsewhere. The key is that we know how these relationships work, and we form them as a way of getting our needs met in the workplace.

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A woman's work relationship can be categorized by one of the following stages:
Stage 1: Dating — playing the field, searching, unattached, neophyte.
Stage 2: Girlfriend — exclusive commitment, going steady.
Stage 3A: Mistress — maverick, opportunistic or used, emotionally

vulnerable.

Stage 3B: Fiancee — engaged, limited partner, chosen one.

Stage 4: Spouse — full partner, married, totally committed and loyal.

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Although Sandy has always viewed herself as married to the Center, her current feelings and needs are consistent with those of a naive Mistress:

- Striving for respect and inclusion
- Buffering her emotions
- Wishing she had more control
- Trying to get what she thinks she has earned
- Feeling used and restricted.

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Kate is clearly a Mistress by deliberate choice. She is:

- Opportunistic
- In control
- Trying to find a successful alternative to marrying the company
- Willing to accept the risks of being a Mistress
- Putting herself, not TechCo, first
- Committed but has limited her intimacy.